

# W O R D S & V i z i o n

UCFV FACULTY & STAFF ASSOCIATION NEWSLETTER

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## FROM THE EDITOR...

### Confessions of an Accidental Unionist

*Warning: Editorial may contain self-serving smarm, malarkey, and/or hokum. Reader perception is advised.*

#### Retreat to Reality

The annual FSA Executive getaway this past June was the usual soul-searching exploration. Big questions arose: about future directions, restructuring, the profile of the organization (e.g., how it seems to be perceived by a few imaginative members as a Masonic-style power elite/cult), and so on — conundrums that make it hard to sleep at Harrison, despite those cushy comfort-rest mattresses.

For example: Shouldn't there be a limit on Execs holding specific posts? That way, the reasoning runs, fresh new faces would bloom like spring blossoms 'round the table, instead of the more vine-ripened ones currently in place. Sounds great... and yet, for most of the posts, there's often no-one — new or otherwise — available to be buttered-up, browbeaten, or blackmailed into running. An arbitrary limit would remove experienced Execs, even if that meant leaving the posts vacant. Would that be fairer? Might it stimulate more members to run for office? But then, if members are truly interested in standing, shouldn't they be keen enough to vie with an incumbent?

Here's another: Are we in the FSA so imbued with co-operative spirit in our dealings with Management that we simply say 'yes' to everything... three bags full, as it were? The FSA has tended to congratulate itself on effective and cordial relations with Management, but should this be a point of pride? We've never had a job action like a strike at UCFV; does this mean that we have been able to negotiate good contracts without drastic measures, or does it suggest that we always go along tugging our forelocks and accepting whatever is offered? Is cordiality, in fact, a good bargaining position for any union?

A third poser is the familiar call from some members for 'more communications' in relation to specific burning topics of the day. As a hard-rocking com type, both in and out of the FSA, I gotta believe that

more info is better. And yet, my perception is that some of these calls for *more* come right after extra communiqués have been whisked out, forums scheduled but poorly attended, etc. (like in the latest CIEA dance-about: after 30 pages had been distributed, requests for additional details began, yet subsequent discussion suggested that the extant material had not been perused by many of those asking).

Could it be that some folks don't actually read through the meticulously edited FSA stuff that gets into their pigeonholes? Zounds. Though it may sound appealing to fans of *A Clockwork Orange*, the Com Chair isn't empowered to tie FSA members down in their ergo-chairs, force eyelids open with sterile toothpicks, and flip bulletin pages in front of them while delivering salutary electro-shocks. So perhaps the real issue is not more communications but better/brighter/more attractively compelling communiqués? Maybe with scratch'n'sniff pull-outs, 3D glasses, or musical chips? Whatever, I just know it's all my fault.

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But what bothered me most this year, not that it was even voiced at the retreat, far as I can recall (am I in denial?), is the sense of a divide in the basic FSA union of Faculty and Staff, a schism which has been deepening over the last few years. Lately I've been hearing more and more talk of a split, and it's troubling. Is it that each faction is increasingly focussed on its own concerns, hence less interested in being supportive of/to each other? Or is there some deeper reason? Not sure, but we do seem to be drifting apart into discrete halves of a once-whole association.

## Stranger than Non-Fiction...

Getting up-close and personal, let me tell you about my own Exec history, as an illustration of something or other about the nature of the FSA. When I first came on at Fraser Valley College, alas, feckless youth that I was, I did not know or care much about the FSA; it was just one of those 'things' you had to sign up for when hired. The way I got the Com post originally was not by running: I was asked to step in as an interim Chair (by the then Pres who shall remain nameless — initials C.D.). In a honeymoon spirit of boundless love for the institution I had recently joined, and in light of my own professional interests, I said OK.

For a couple of years I hung in there, serving as a sort of stop-gap, I guess. But then I went on, getting more serious about it each term. Why? Well, not because I have a facility for or love of union rhetoric, though I do think unions are a damn good thing. No, what really inspired me was learning the history of the FSA and what it had accomplished for its membership, and the idealism of Execs around the meeting table: the voluntarism (odd spelling that my checker suggests?), their tireless dedication to a vision of equality, partnership and dignity for all, based on the conviction that Faculty and Staff were joined in a greater-than-its-parts enterprise in which Staff were not simply support — where it was to the advantage of all to foster closer connection. It struck me how folks on the Exec really cared about making the best possible arrangements for everybody, so that, together, we could respect each other and thereby do a better job in a more humane context.

And — from what I've seen in other similar institutions across the province — I think we have done better than most, thanks in part to the above mentioned spirit of mutual respect and cooperation. That's what hooked me — come to think of it, it's probably why I started a new tradition at my place; now I regularly hoist *le Tricolore* on Bastille Day, July 14, and party down for those good ol' unionist values of *Egalité, Liberté, et Fraternité*.

Lately, though, I find myself thinking a few festive beheadings should be added to the mix, and worry that my fraternal feelings may be waning. Why? Is it inevitable that as an institution grows it must become less human in its day-to-day? More narrow in its group interests? Does it *have* to come down to "I want to do research — what do I care about Staff?" / "I want more time off and

more PD — look at what Faculty gets away with." I'm not sure it does. Some very big organizations have strong group identities that are inclusive of all levels; that's what makes them succeed. And this question is even more crucial for us, since, after all, we are not in the business of making widgets or software at UCFV. This modest publication is, for example, not merely about FSA concerns, which is why when I started working on the newsletter, I called it *Words & Vision*, not *The FSA: What's in it for Me, Jack?*

And that goofy idealism, I guess, is what has kept me at it. It seems better to be part of a larger team with a shared sense of what the future *can* be. Should Staff care about quality of research and facilities for Faculty? Should Faculty care about working conditions and aspirations of Staff? Should we all care about something larger, about Education itself? You bet.

## Quo Vadis, or, "Which Way You Goin' Billy?"

But commitment has to flow both ways — and everything these days is about choices. I know that there are members, like me some years back, who just don't give a spit about the FSA. And I'm sure that, if we do split up, things will still get done well, though not with the same reciprocal advantages. Maybe that separation is just the way of the future, inevitable as we get bigger. By 'choices', though, I don't mean a decision at the ballot box year-end, but rather in our day-in-day-out interactions with each other. Demonstrable goodwill, after all, is what makes the world not go pear-shaped.

In light of all this and the recent forums on UCFV's potentially altered status, (which I had to watch on excruciating quicktime video because of a scheduling conflict), and considering that we are starting this Fall with a freshly-minted Pres on a new stage in our evolution, maybe this is a good time to re-examine what is at the heart of our Association. To that end, I've asked specific members for ideas re future scenarios and reflections on FSA history, so that we may gain a clearer view of where we've come from ... and where we may be headed. Let's face it: there's lots of uncertainty for UCFV right now. We're not out of the woods — as these Fall days get shorter, darker, they seem especially spooky, with bifurcating pathways, unknown dangers and challenges ahead, but also, maybe, hidden delights. So keep cool.

Casting the net wider, I invite articles, letters, notes, fleers, koans, sonnets, raps, from all of you on this topic; as well as your musings on any topics you are willing to share with your fellow members.

-In solidarność, Ryszard





## FROM THE PRESIDENT...

Welcome back to yet another academic year at UCFV, and to those Staff and Faculty who are new, "welcome aboard." As I am newly elected to the position of FSA President, I have spent the better part of July and August trying to "get up to speed" on the wide range of issues and obligations which require FSA attention. I have not reached the top of that mountain yet, but I am dedicated to getting there.

By way of introduction to those who don't know me, I have been a Faculty member at UCFV since 1975, teaching in the areas of Political Science, Philosophy, and Criminology. Between then and 1986 I joined with many, many others in the process of establishing the FSA, negotiating the early Collective Agreements, and building what was then Fraser Valley College. In 1987 I undertook the task of starting and developing UCFV's varsity men's soccer program, and my ability to contribute to the FSA on a regular basis was greatly reduced. I have now retired from my coaching obligations, and can devote my time to the service of you, the members of the FSA.

### Looking Back

I am proud of the university community we have created over the years, and of the history of positive co-operation between the Board, administration, and the FSA in the building of that community. I am committed to nurturing that relationship as we address the challenges, possibilities, and uncertainties of the immediate and long-term future of our institution.

But if, overall, the various players in the UCFV community have enjoyed and benefitted from a history of co-operation and institution building, this should not be taken to mean that what we have has been simply handed to us by progressive Board members and administrators, though, indeed, there have been and continue to be such members.

A few historical examples: In 1975 an instructor's course load was ten courses, not the seven we now enjoy. When Paul Herman negotiated the first Collective Agreement, it took some protracted, tough bargaining to get even the heading 'Professional Development' in the document, even though the article itself had virtually no content. When I negotiated the second Collective Agreement I sought to add flesh to the bones of the article, as did successive negotiators. And the process continues today as we work to establish a system of sabbaticals appropriate to our emerging university status.

My point is simple. The notion that it is professionally appropriate that Staff and Faculty have the opportunity to renew themselves in their respective areas of responsibility did not come to us like manna from heaven; it came because Faculty and Staff, through the FSA and the collective bargaining process, identified the issue, made our case again and again, and, from time to time, threatened to hold our collective breath until we turned blue if we did not get what we sincerely believed

was required. The same can be said for everything from class sizes to employee parking lots, from hiring and evaluation procedures to on-line teaching. The FSA and, more often than not, the Collective Agreement are the most fundamental ways in which Staff and Faculty engage Management with respect to the development of UCFV.

### Looking Ahead

While we continue to be disappointed by the provincial government's approach to the role of collective bargaining in the college and university-college system, we are, under the circumstances, quite pleased with the provisions and timeliness of our recent settlement. The agreement is itself evidence of our long tradition of finding ways to work together to face the challenges which present themselves.

We are pleased and encouraged by the government's announcement regarding UCFV and the Canadian Forces base in Chilliwack, as well as their promise of new funding for additional student spaces in the future. Of course, both god and the devil are in the details; there is much in this regard yet to be determined, and many easily-made promises are yet to be kept. Nonetheless, the government's announcement augurs well for the future of UCFV.

We all await the provincial government's decision as to UCFV's future designation and status. Since this decision may have a great deal of impact on so much of what we do and the concerns it raises will affect such a wide range of FSA matters, we will have to continue operating in a condition of 'suspended animation' until we get the government's word as to where we go from here. Only then can we confront the problems and possibilities presented by their decision. Through our participation in the Federation of Post-Secondary Educators, I am on the Ad Hoc Committee on System Change with the Faculty association Presidents of newly named Thompson Rivers University (until recently, University College of the Cariboo), Malaspina College, and Northwest Community College. Since our designation may well be governed by legislation substantially similar to that being developed for Thompson Rivers University, and because Malaspina College is, like us, yet to be designated, the committee's job is to monitor changes with a view to pro-active strategies. I'll keep you informed.

Last but not least, this is *your* association. The FSA cannot help make UCFV work for you unless we know what your concerns are. My door is always open, and the Executive is here to serve. Keep in touch.

-Scott Fast



## FACULTY GRIEVANCE CHAIR

This is one of those “this lets you know I’m here” notes. Questions about Faculty rights and obligations under the Collective Agreement may be directed to me. When there is a violation, the matter is raised with Management. If you are disciplined, the employer usually contacts me. I can assist you in policy proceedings such as harassment and student instructional complaints.

Of note to Sessional Faculty is the outcome of a grievance last Spring. They are entitled to know in advance what the evaluation procedure consists of, in writing, and to receive an annual report based on the data received, signed by a supervisor conducting the evaluation. The absence of annual reports connotes a favourable evaluation, one of the oldest provisions in the Collective Agreement, lest by Management inaction Faculty get unfavourable evaluations. Also, these evals are more than a procedure to determine suitability for fresh work. They guide your instruction and professional development.

You can reach me [Bob.Smith@ucfv.ca](mailto:Bob.Smith@ucfv.ca) or [bobucfv@hotmail.com](mailto:bobucfv@hotmail.com)

*-Bob Smith*

## STAFF GRIEVANCE CHAIR

Welcome back to all returning Staff, and to all new Staff — welcome to UCFV! I hope each of you had the chance to get a restful break over the summer to relax and rejuvenate in whatever way suits you best. Let’s hope this is the start of a rewarding, enjoyable, and productive year for everyone. I’m happy to be back serving you for another year, and ready to assist you in whatever way I can.

In the next few months I’ll be working with Management on items from this last round of bargaining. These include:

- investigate, determine parameters of, and implement a Wellness Centre, possibly with an on-site massage therapy
- review criteria for Staff Education Leaves; create and implement new processes allowing more junior employees access to Education Leave
- create Collective Agreement language on parameters of re-hiring retired Staff
- create Collective Agreement language on allocation of Staff top-up (occasional) work
- create Collective Agreement language on allocation of Staff overtime work.

As well, I’ll be sending out a survey on the Shop Steward System. Please watch for it and take a few minutes to provide your input. The FSA will use the results of this survey to determine what the membership wants/needs in relation to Shop Stewards at UCFV. Your input is important!

A draft of the new Collective Agreement is up on the web at [www.ucfv.ca/fsa](http://www.ucfv.ca/fsa). Please feel free to peruse it. This past year, in addition to adding language on newly bargained items, the Bargaining Committee spent a great amount of time and exhaustive effort in cleaning up some of the old and often confusing language. While the nature of the beast is such that it will always be a complex and convoluted document, we’re happy to have made many parts clearer and more reader-friendly. As so many factors affecting your

employment are governed by the Collective Agreement, it is an integral part of your worklife. However, for most employees, it’s just something you know is there in the background providing guidelines and protections. That is, until you need help or clarification, and then it is often simply too confusing or time-consuming to go through the document to find what you need to know.

However, when you work with the Collective Agreement every day, as I do, you become familiar with its intricacies, and at least begin to know where to look for answers and how to interpret them. So, as always, please don’t hesitate to contact me, or any other FSA Executive member, to help you interpret an article, clarify your rights or obligations, or explain how a particular practice works. Come on by the FSA office for a chat — we’re here for you and will be happy to do what we can to help!

*-Marna LeVae*



**2004 CIEA AGM Participants (from left to right):** Leslie Aleksic, Ian McAskill, Marino Dimarco, Ellen Dixon, Marna LeVae, Karmjit Sidhu, Laura Naydiuk, Lisa Gower, Connie Cyrull and Norm Taylor.



## FIRST STAFF VICE PRESIDENT - EMPLOYEE PROFILE

I would like to introduce Derek Harnett to the Staff and Faculty at UCFV. For those of you who have not yet had the pleasure of meeting Derek, you can find him working in the Physics department at our Chilliwack campus.



In order to prepare myself for this interview, I wanted to find out the type of professor Derek is. I visited a website many students use to rate their professors. Based on a maximum score of 5.0, Derek rated 4.9 for average helpfulness, 4.8 for average clarity, 4.8 for overall quality and a 7.0 for overall hotness! Way to go Derek! (You are coming to the Christmas party this year, right...?)

Derek's students had some wonderful comments to make about him. One student said, "This course is hard but it would be way more difficult without Derek teaching it. Choose him above anyone else...". Another student had this to offer, "Guy is so clear! You almost don't have to do homework just by paying attention. When you ask a question, he knows exactly what you mean, and gives you exactly the answer you're looking for."

Derek has been at UCFV for just under two years. He started out as a Sessional in our Math Department, and after two semesters he was offered a permanent position in Physics. Derek came to us with an Honors Bachelor's degree in Physics and Mathematics from UVic, a Master's degree in Applied Mathematics from the University of Waterloo, and a Doctorate in Theoretical Physics and Applied Mathematics from the University of Western Ontario in conjunction with the University of Saskatchewan.

As far as Derek's past career goes, he says there really isn't much to tell. He finished his Ph.D. in November 2001 and moved to Vancouver. In June, 2002, UCFV offered him a lecturing job which he began in September 2002. In between, Derek worked various odd jobs (tutoring, marketing, teaching night classes, etc.) to "keep rent under control and to keep the cupboards stocked with a few boxes of Kraft Dinner."

Derek seems to have a variety of interests ranging from Physics, Math, and Music to hockey. He's a big Canucks fan and was quite disappointed with last years' playoffs. Weren't we all! Derek also plays bass guitar. He thinks this working-for-a-living is getting in the way of his dreams of becoming a rock star. For now, though, he takes lessons once a week and it helps to remind him of what it feels like to be a student who didn't have time to finish his homework and is totally unprepared for class!

When asked about his impression of UCFV and the people here, Derek said he really liked UCFV (however, he also asked, under what circumstances would a probationary Faculty member go on record as saying he "didn't" like the school!). He commented that our students are excellent, the Faculty genuinely care about the students and work very hard to provide quality courses, Administration is shockingly

approachable. All in all, this adds up to a great working environment. I agree whole heartedly with you, Derek.

I have enjoyed getting to know a little more about Derek Harnett and hope you have as well. If you have any suggestions regarding this column or would like to see a certain member profiled, please contact me @4519 or [lisa.gower@ucfv.ca](mailto:lisa.gower@ucfv.ca).

-Lisa Gower

## SECRETARY/TREASURER REPORT

Followers of FSA business will recognize September as the month of two financial reports. First, it has become the customary month our previous year-end review is presented. Second, the end of September marks the midpoint in our fiscal year so it is instructive to check our financial wellness at this point. Since the month end data is not all in, I shall save this latter review for the next newsletter.

I am pleased to present the findings of the financial review performed by the accounting firm of Meyers, Norris, Penny, LLP. This review and letter to the Directors of the FSA is copied in its entirety on pages 10 & 11 of this newsletter. Please note that this review is for the fiscal year that ended March 31, 2004. Since we have our AGM in early May, there is insufficient time for a year-end review to be performed in time for that meeting. September has thus come to be the time this report is published to you. As a formality at our subsequent AGM you will be asked to pass a motion to *receive* this report. This is a formality to satisfy the Registrar of Societies that the financial statements have been prepared and presented to the membership.

Our interest in having a financial review performed is to ensure that our financial reporting is complete and transparent, and our recordkeeping is in complete conformity with generally accepted accounting principles. I am pleased to report that our records are in order and I will shortly forward this report to the Registrar of Societies. By and large, our budget and report envelopes correspond closely with those of the accounting firm. Doug Heywood, accounting partner and long associated with the books of the FSA, has reported to me the very good bookkeeping done for us by Flo Kehler. Once again, my thanks to Flo for her excellent work on our behalf.

The financial review confirms our net result for the fiscal year 2003-2004: revenues of \$529,000, expenditures of \$496,000, and a modest operating surplus of \$33,000.

Next month, Flo and I should have sufficient information to provide our semi-annual budget and expenditure report for the half-year ending September 2004. I would be pleased to receive any questions or suggestions to help bring further clarity in my reporting of our financial information.

-Ian McAskill



## 2ND FACULTY VICE PRESIDENT REPORT

It has been a busy summer for the FSA and CIEA, soon to be officially renamed the Federation of Post-Secondary Educators (of B.C.), or FPSE. For the FSA, bargaining has finished and a new 3-year contract has been ratified by the members and Management. We did not get all that we wanted, mostly because of governmental legislation, but we did get some security in these times of rapid change.

For 'CIEA' (now FPSE), bargaining is still continuing. While attending the CIEA annual general meeting at Whistler in May, the Executive was authorized to use 9% of the accumulated strike fund, about \$540,000, to fund a publicity/political action campaign. Later on, while attending the CIEA President's Retreat at Harrison on Scott's behalf, the details and goals of this campaign were further discussed and decided. As far as I could tell, the initial campaign will be to try and gain public support for FPSE's hoped-for bargaining outcomes. Later on, the campaign will focus on bringing public attention to issues in the post-secondary education sector in the run-up to the provincial election.

Finally, on pensions: By now, you will have noticed that the promised increase in pension contributions has arrived, at least for Faculty. It was difficult to see the effect on my take-home pay (which is what I worry about), since my CPP contributions stopped at approximately the same time. I calculated that my pension contributions went up by about 60% (but they always go up a bit when the CPP annual limit is reached), and my take-home pay dropped by roughly 2%. This drop will be even more noticeable in the new year. Retirement had better be worth it. This increase is a painful but necessary step to keeping the College (Faculty) pension plan solvent. There are some other ramifications to this as well — if you are planning to buy back past service, the amount of money you will need to pay will reflect the increased contribution rate.

There is some good news for Faculty on the pension front, however:

1. New dual coverage rules for extended health and dental benefits plans for retired members. The best way I can explain dual coverage is through an example:

Suppose that when you retire, your pension plan benefit will pay for 75% of the cost of a certain dental procedure for you and your spouse. If your spouse has a similar pension with similar coverage, that means that the dental procedure could now be covered at 100% (50% from each plan). This has been the case for quite awhile for the College and Municipal Pension Plans when combined with other external plans. Now, for the College Pension Plan at least, this is also true even if the members are from the same plan, or if the spouse is a member of the Teachers or Public Servants Pension Plan. The downside

is that this is *not* true if your partner is a member of the Municipal Pension Plan — the plan to which our Staff belong. I have no idea why the Staff pension plan is different. The only other provincial public pension plan that the Municipal plan has dual coverage with is the Dental part of the Public Service pension plan. These new dual coverage rules came into effect January 1, 2004.

2. Also, there are new plan-specific Pension Services phone numbers for the College Pension Plan and the Municipal Pension Plan. The old ones will expire very soon on Oct. 1, 2004. The new numbers, which should be toll-free in BC, are:

**College Pension Plan:** 1-888-440-0111

*(for Retired Members)* 1-866-322-8277

**Municipal Pension Plan:** 1-800-668-6335

*(for Retired Members)* 1-866-876-6677

The web address remains the same: [www.pensionsbc.ca](http://www.pensionsbc.ca)

That's it from me. Keep safe, and keep sane over the coming academic year!

*-Norm Taylor*





## U-WHO?

Once again, our institution has reached a turning point in its development, partly as a result of our own efforts, and partly because of external forces beyond our control. The noble experiment of the university-college—a concept with tremendous potential, but a potential never recognized by our political masters—in its current form and name, has been rendered unviable. Although it's a little like reading tea-leaves, it appears that before us lies the prospect of becoming a satellite of UBC or an autonomous, comprehensive, regional university. How should we face this moment of decision?

First, recognize that it is indeed such a moment and that we must quickly and collectively embark on a course of action.

Second, agree that virtually all of us would prefer autonomy to satellite status, not least because it gives us much more control over our destiny (though, again, this control depends on quick and decisive action).

Third, acknowledge that there are no other viable options.

Fourth, get over our fears and prejudices about universities. All of our discussions about university status seem to be clouded by them. It's as if our only model of a university is an exaggerated version of UBC on a bad day. There are good universities and bad universities, and there are a great variety of them. At their best, they are places where people experience the most transformative, empowering, and wonderful years of their lives. And if it's *our* university, not something imposed on us (or, as in some horror story, something we turn into under a full moon) but consciously and proudly created and shaped by us, we can, to a point, make of it what we want.

All major change, even good change, is traumatic. To lessen the stress and to overcome our fears and anxieties, it is helpful to identify the advantages of a change to university status. There are probably too many to list, so here are the ones that immediately come to mind:

- 1) For our students, it means higher credibility for their credentials and greater job market access.
- 2) It will strengthen our ability to attract students.
- 3) There will be more opportunities for partnerships.
- 4) It will strengthen our ability to attract funding for research and partnership projects with the community.
- 5) It will make it easier to acquire major donations.
- 6) It will enhance our competitiveness in the retention and recruitment of highly qualified Faculty and Staff.
- 7) It will enhance our competitiveness against both other universities, such as SFU, and institutions like Kwantlen, which has always been an aggressive competitor in our region.
- 8) It will dramatically improve our community's access to university education.

Given the historic and current impediments to such access, as well as our own reluctance to move to university status, we must ask the ministry, the government, and ourselves: don't the citizens of the Fraser Valley deserve access to a university education? Why must they be treated like second-class citizens? We have always taken pride in the notion that UCFV provides access to post-secondary education for those denied it by traditional universities; but the question is: why should that access be so limited, why shouldn't it include the whole range of opportunities that colleges and universities offer so our students can compete with those who attend UBC, SFU, UVIC, and UNBC? Why can't a student who begins with College and Career Preparation courses end up with a PhD, dramatically transforming their goals and themselves along the way? It's been done before. (I know of one UCFV alumnus who began in Office Careers and is now a tenured professor at a Canadian university.) Think how much easier it is if you can complete much of this journey without ever leaving your school.

#### 9) We can do more for our community as a university.

This last point is likely the most controversial, so it requires discussion. It appears to me that over the years we have identified our institution as one with—or one that should develop—strong community ties. Whatever our identity problems, this, I think, is what most of us would want to say about ourselves. How will becoming a university strengthen these community connections? First, two myths need to be dispelled.

One is that we have a close and mutually supportive relationship with our communities. There is some truth to this, but, in fact, many organizations and non-profit societies in the Fraser Valley would not agree. I am always surprised by the level of resentment out there about how UCFV hasn't done enough, how it has used its community partnerships to its own advantage and not to that of our partners, and how it has missed opportunities for social education and cultural assistance. Some of this, no doubt, is based on a misunderstanding of our role, capacities, and just how an institution such as ours works. But even this misunderstanding is a result of our failure to take the time to explain to the community exactly who we are and what we do. The hard truth is that when it comes to our role in the community, we could do a lot better.

The second myth is that universities are necessarily not community-oriented; moreover, that they are cold and hostile and threatening places. Besides the fact that there are numerous examples of mutually beneficial relationships between universities and their communities, there is no inherent reason why a university in the Valley could not be responsive to community



needs. Indeed, given the values we share and the need to distinguish ourselves from our competitors, this would have to be our *raison d'être*.

One might ask: How can we appear both *credible* in the wider academic world and *accessible* to those in our community for whom that world is a frightening and foreign place? Not by telling the latter that universities are necessarily foreign, frightening, and inaccessible, but by telling them that we are an accessible, supportive, and community-minded university which will help them acquire the skills and confidence to navigate both our halls and those of *any* university in which they may find themselves in the future. Our role should not be to make the marginalized feel comfortable only in a marginal space, but to open the doors to a wider world of power and knowledge. If the culture of the university is an alien one to so many families, if they are educationally, economically, and socially disadvantaged because they lack the vocabulary and experience and cultural capital needed to understand and thrive in this world, then we should be building bridges to university culture. We should establish the structures—foundation courses called University Studies might be an example—which will make a foreign world familiar.

Doing this will, at the same time, make our university different and better than many others. This should be our goal. The question we should ask ourselves, therefore, is not “should we become a university?” (to consider such a question is a waste of precious time and energy), but “how can we make our university different from and better than others, how can we most make it serve our aim of a student-centred, community-minded institution, one that remains comprehensive and integrates traditional college functions with university ones?” I don’t believe this is an unrealistic or particularly radical question. We are living in a historical watershed for the traditional university. Like other social institutions, its shape and role are in flux. Now we have an opportunity to play a leading part in inventing the university of the 21<sup>st</sup> century.

Should we change our name? It’s beyond me how there can be any debate on this question. On paper, ‘University College of the Fraser Valley’ is a fine name. A little long, and a mouthful when spoken, but it describes who we are and what we do. In practice, however, it’s a problem and a liability. To the wider world, including business and academe, it’s confusing and misleading and, hence, for our

graduating students, it’s disabling. We’ve had thirteen years to find a solution and haven’t, though some of us have tried awfully hard. What to do? It’s not rocket science. Choose a new name, mourn the passing of the old, and move on. We’ve got bigger fish to fry. (Our dearly departed colleague, Doug Nicol, was fond of the name, “Cascadia University,” and I think it’s a good one; short and sweet.)

The sooner we can all decide to grasp the opportunity before us, the sooner we can begin to identify and solve the problems it will bring. Our need to find solutions to the problem of inadequate resources, to name just one, will be even more pressing (the library is the most obvious example).

University as devouring monster may be a figment of our imagination, but our fears about an uncertain future are understandable. I can’t put my hand on my heart and promise that all the people and programs we currently have will remain forever, however sincere we are about preserving things. But I can say with complete conviction that had we never become a university-college a greater many of our people and programs and the resources to support them would not be here. Becoming UCFV was the right change at the right time. That time has passed. If we are to adapt to and master the changing circumstances in which we find ourselves, we must act quickly, confidently, and decisively—not normally our way. But if we don’t ‘seize the day’, we may hear it said, to paraphrase a famous historian: “In 2004-05, UCFV reached its turning-point, and failed to turn.”

-Eric Davis





## ASKING FOR A SECOND CHANCE

Flashy government advertising campaigns are usually justified in one of two ways: The government may claim that it must advertise to inform the public about vital information. Or it may claim that opposition critics and the media have so distorted the government's record that spending millions of tax dollars is required to "set the record straight."

The BC government's new television ads trumpeting an expansion of colleges and universities fail to meet either rationale. The information they contain is not vital to students returning to post-secondary classrooms next week—or to anyone else. And far from clarifying Campbell government's record, the ads ignore and distort it.

The slick ads featuring attractive young people in idyllic campus settings are, in reality, nothing more than electioneering. These ads are using government money to promote the Liberal platform for next May's provincial election. They are exactly the type of ads that Mr. Campbell ranted against when he was in opposition and swore he would never use.

According to students and educators, the Campbell government's performance in post-secondary education has been, to put it mildly, less than stellar. First, the government froze college and university budgets for three years. If colleges and universities wanted to expand at all, they had to tap one of their few sources of increased revenue—their own students.

In 2002 the government helped by cancelling the six year tuition freeze which had allowed BC students to enjoy the second lowest tuition rates in Canada. Colleges and universities responded by rapidly raising fees, and within three years tuition nearly doubled.

This year the government gave universities and college a \$30 million budget lift to fund some modest growth. Unfortunately for students, the government got that money by cancelling its grant program for needy students.

The new television ads don't dwell on the record of rising costs and lowered opportunities. Instead the ads claim that 25,000 new spaces for students have been created at BC's colleges and universities and tout "the largest expansion of post-secondary education in forty years."

The government seems to be claiming that all these new spaces actually exist. They don't. The ads are a re-announcement of a promise made last spring. The government pledged to create 25,000 new spaces at BC's universities and colleges between 2004 and 2010.

Only the first, small batch of new spaces will appear this September. Most growth won't happen for years. For example, a huge increase of some 5,500 spaces over six years has been promised for the Okanagan, but this September funding will be provided for only an additional 176 students. Up in Terrace, Northwest Community College has been promised 250 more spaces; just 14 of them will appear this fall.

The most blatant distortion in the ads is the assertion that, if the Campbell government is re-elected for two more terms, and if it carries through on its announcements, the growth of the college/

university system will be unprecedented—an expansion of "historic" proportions.

The less glamorous reality is that in the late 1980s the BC government realized that the province needed a larger post-secondary system. Since then, successive governments have

been struggling to keep up with the demand for new spaces at colleges and universities.

The growth started with the Socred "Access for All" initiative in 1989. Then from 1992 to 2001, the NDP added an average of 4,000 spaces a year—a total of 40,000 spaces in ten years. It opened new universities, established university-colleges, and provided one of the best student financial assistance programs in the country.

After starving colleges and universities for three years, the Campbell government is now promising to start growing the system again—at approximately the same yearly rate as the NDP did. Hardly an unprecedented initiative

Far from providing vital information or correcting the public record, the ads are pure and simple electioneering. They're just a Liberal election pledge to do better if they're given a second chance.

*-Paul Ramsey*

Paul Ramsey is a former MLA and Cabinet Minister. He now teaches at CNC and is a Visiting Professor in the Political Science Program at UNBC.

Informal distribution of this column is encouraged. To discuss reprinting it, please contact Paul Ramsey at [ramsey@shaw.ca](mailto:ramsey@shaw.ca).


"Ad Campaign is pure Electioneering,"


says Paul Ramsey



**U.C.F.V. Faculty and Staff Association**  
**Statement of Financial Position**  
*As at March 31, 2004*  
*(Unaudited)*

	2004	2003
<b>Assets</b>		
<b>Current Assets</b>		
Cash	30,859	25,272
Term deposits (note 2)	124,636	72,993
Accounts receivable	46,580	43,486
Prepaid expenses and deposits	150	500
	202,225	142,252
Investments (note 3)	154,763	156,407
Property, plant and equipment (note 4)	12,563	11,490
	369,551	310,149
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accruals	77,075	48,930
<b>Net Assets</b>		
Invested in capital assets	12,563	11,490
Unrestricted	279,913	249,729
	292,476	261,219
	369,551	310,149

  
 Director  
 Secretary Treasurer

  
 Director  
 Staff Grievance Chair

The accompanying notes are an integral part of these financial statements

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**U.C.F.V. Faculty and Staff Association**  
**Statement of Operations and Net Assets**  
*For the year ended March 31, 2004*  
*(Unaudited)*

	2004	2003
<b>Revenue</b>		
Dues and fees	517,190	483,282
AGM and social revenues	6,452	3,038
Investment income	5,564	7,383
	529,206	493,702
<b>Expenditures</b>		
AGM and social expenses	8,730	5,521
Amortization	2,673	2,457
CIEA fees	216,236	201,181
Committee expenses	-	100
Communications	3,262	7,402
Delegate and seminar fees	1,222	1,125
Donations	3,755	4,928
Joint funding	4,800	4,000
Membership recognition	2,422	3,267
Office and miscellaneous supplies	9,031	7,302
Professional fees	5,962	4,948
Release time	134,247	129,233
Retreat	6,703	6,177
Salaries, wages and benefits	95,439	74,515
Travel and entertainment	3,475	5,078
	496,197	457,234
Excess of revenues over expenses for the year, before undernoted item	33,009	36,468
Loss on disposal of investments	(1,751)	(442)
Excess of revenues over expenditures	31,257	36,026
Net Assets, Beginning of Year	261,219	225,193
Net Assets, End of Year	292,476	261,219

The accompanying notes are an integral part of these financial statements

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**U.C.F.V. Faculty and Staff Association**  
**Notes to the Financial Statements**  
For the year ended March 31, 2004  
(Unaudited)

The Association is incorporated in the Province of British Columbia. It's primary purpose is to collect and manage various dues and fees relating to its members.

**1. Summary of significant accounting policies**

**(a) Term deposits**

Term deposits are recorded at cost.

**(b) Investments**

Long-term investments are recorded at cost.

**(c) Property, building and equipment**

Property, building and equipment are recorded at cost. It is the policy of the Association to provide for the amortization of these assets over their useful lives, which is in accordance with Canadian generally accepted accounting principles.

Office equipment and furniture	20%	declining balance
--------------------------------	-----	-------------------

**(d) Measurement uncertainty**

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

**2. Term deposits**

	2003	2002
Maturing October 1, 2004, earning interest at 2.25%	17,320	16,938
Maturing November 2, 2004, earning interest at 2.25%	57,316	56,055
Maturing September 2, 2005, earning interest at 2.05%	50,000	-
	<b>\$ 124,636</b>	<b>\$ 72,993</b>

**3. Investments**

	2003	2002
Nesbitt Burns, fixed income accounts, various rates and maturity dates (market value 2004 - \$153,919, 2003 - \$127,697)	154,753	155,517

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**U.C.F.V. Faculty and Staff Association**  
**Notes to the Financial Statements**  
For the year ended March 31, 2004  
(Unaudited)

**4. Property, building and equipment**

	2003	2002
Office equipment and furniture	\$ 12,563	\$ 11,490

**5. Cash flow statement**

A cash flow statement has not been presented with these financial statements as the required information is readily apparent from the other financial statements or is adequately disclosed in the notes to the financial statements.

**Review Engagement Report**

To the Directors of the U.C.F.C.V. Faculty and Staff Association:

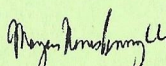
We have reviewed the statement of financial position of the U.C.F.V. Faculty and Staff Association as at March 31, 2004 and the statement of operations and net assets for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Abbotsford, British Columbia

July 13, 2004

  
Chartered Accountants

**MNP**



## FSA NOTES & NOTICES

### Mark your calendar!



### Christmas Party

December 11, 2004

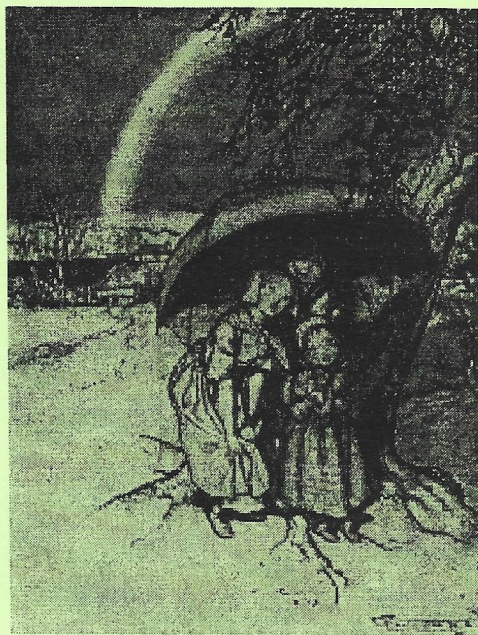
Rhombus Hotel, Chilliwack

### Bowling Event

November, 2004 (date: TBA)

### Collective Agreement

The Collective Agreement is in the final draft form. The only outstanding issue remains to be sabbatical access. The final signed hard copy should be available by the end of October.



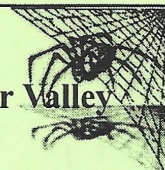
## THE FSA EXECUTIVE FOR 2003/2004

### ABBOTSFORD OFFICE LOCALS: .....4530, 4475

President .....	SCOTT FAST .....	4061
Past-President .....	TIM COOPER .....	4456
First Faculty Vice-President .....	TIM CALLIN .....	4454
Second Faculty Vice-President ...	NORM TAYLOR .....	4225
First Staff Vice-President .....	LISA GOWER .....	4519
Second Staff-Vice Presidents ...	CONNIE CYRULL .....	4214
	LAURA NAYDIUK .....	4691
Grievance Chair (Faculty) .....	BOB SMITH .....	2498/4530
Grievance Chair (Staff) .....	MARNA LEVAE .....	4534
Contract Chair .....	SHELLEY DRYSDALE .....	4232
Secretary/Treasurer & UCC Rep .....	IAN McASKILL .....	4299
Communications Chair .....	RYSZARD DUBANSKI .....	4240
Agreements Chair .....	KEVIN BUSSWOOD ..	4266/2436
JCAC Co-Chair .....	LAURA LARSON .....	4626
JPDC Co-Chair .....	ROBIN WHITE .....	4316
UCC Rep (Staff) .....	LESLIE WOOD .....	4284
O H & S Co-Chair .....	COLLEEN OLUND .....	4524
Status of Women .....	MICHELLE DEMERS .....	4255
Human Rights .....	ELIZABETH DENNIS .....	4561
Non-Regular Employees Chair .....	GODWIN CHOY .....	4211

### *Words & Vision:*

Newsletter of the University of the Fraser Valley  
Faculty & Staff Association....



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Layout: Carol Dickson  
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UCFV Printing Services

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